

PAY DIFFERENTIAL 157
RECRUITMENT AND RETENTION – UNIT 16 AND EXCLUDED EMPLOYEES

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	EFFECTIVE DATE	DEPARTMENT
Rank and File:						
Dentist, Department of Mental Health and Developmental Services	7655	R16	\$2400 per fiscal year	94	5/1/99	D
Senior Psychiatrist (Specialist)	7616					B, E
Senior Psychiatrist, Correctional Facility (Specialist)	9270				6/15/93	A
Staff Psychiatrist, Correctional Facility	9272					A
Staff Psychiatrist, (Safety)	7619				5/1/99	E B, D
Excluded:						
Chief Psychiatrist, Correctional Facility	7612	M16			7/1/88	A
Medical Director (Chief Deputy), CEA	7594			3/2/94	B, C, D, E	
Medical Director, State Hospital	7577			2/1/94	B, C, D, E	
Senior Psychiatrist, Correctional Facility (Supervisor)	9271	S16			6/15/93	A

DEPARTMENT	
A	Department of Corrections, Vacaville
B	Department of Mental Health, Atascadero
C	Department of Mental Health, Napa
D	Department of Mental Health, Patton
E	Department of Mental Health, Vacaville

CRITERIA
<p>Employees in the above classes and who are employed at the California Medical Facility at Vacaville or designated hospital for 12 consecutive qualifying pay periods after the above designated eligibility date shall be eligible for the differential, payable 30 days following the completion of every 12 consecutive qualifying pay periods.</p> <p>If any employee voluntarily transfers to an ineligible class prior to completing 12 consecutive qualifying pay periods at the California Medical Facility or designated hospital, there will be no pro rata payment for those months at the facility or hospital.</p> <p>If any employee voluntarily terminates or is discharged prior to completing 12 consecutive qualifying pay periods at an eligible facility or hospital, there will be no pro rata payment for those months at the facility.</p>

CRITERIA - Continued

If any employee is mandatorily transferred by the Department prior to completing 12 consecutive qualifying pay periods at the California Medical Facility or State Hospital, he/she shall be eligible for a pro rata payment for those months served.

The \$2400 bonus may be prorated if the employee would have otherwise qualified if he/she had not died while employed at the California Medical Facility or designated State Hospital.

If any employee moves from one eligible facility to another eligible facility without a break in service, qualifying pay periods at each location cumulate. Payment for the combined qualifying pay periods is made on a pro rata basis at the completion of 12 consecutive qualifying pay periods.

If any employee promotes or transfers from one eligible classification to another eligible classification without a break in service, qualifying pay periods in each classification cumulate. Payment for the combined qualifying pay periods shall be made on a pro rata basis at the completion of 12 consecutive qualifying pay periods.

Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked during the 12 consecutive qualifying pay periods.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No